

Exploration of Human Resource Management Teaching in Higher Vocational Education Based on Vocational Ability Training

Xiaofeng Wu

Jiangxi Vocational Technical College of Industry & Trade, Nanchang, 330038, Jiangxi, China

wuxiaofeng1166@163.com

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Abstract: With the rapid progress of China's social economy, the operational development models in various fields of society have been reformed and innovated. At present, major social enterprises have gradually recognized the positive significance of talent for the operation and development of enterprises. This puts higher demands on the education and teaching work of major colleges. As the main training ground for technical talents, vocational colleges are also facing the dilemma of education and teaching reform. For example, in the teaching of human resource management in vocational colleges, there are constraints such as "emphasizing theory over practice", lagging educational and teaching concepts of teachers, insufficient innovation in educational models, and incomplete basic educational equipment, which ultimately lead to poor effectiveness in practical teaching in vocational colleges and the inability to truly achieve the educational goals of cultivating and improving students' professional abilities. Based on this, this article analyzes the teaching strategies of human resource management in vocational colleges based on the educational requirements of vocational ability cultivation to provide reference for colleges and teachers.

1. Introduction

The importance of talents in various fields and work in the 21st century is becoming increasingly significant. High-quality talents are an essential support for stable operation and sustainable development of enterprises, and a fundamental guarantee for China's modernization construction and development. As an essential component and key content of enterprise comprehensive management, human resource management continuously increases the requirements and demands for relevant professional talents^[1]. Based on this, how to cultivate more high-quality, highly educated, and skilled human resource management talents according to market demand in the context of the new era has become a key issue in the education and teaching work of major vocational colleges. Based on this, major vocational colleges should analyze the current problems in human resource management teaching under the education orientation of vocational ability cultivation, and then take diversified and targeted measures to effectively improve the quality of education, laying a solid foundation for cultivating talents in human resource management.

2. Content of Professional Abilities

2.1 Learning Ability

The competition for talents in the current society is constantly increasing. Regardless of the height of the profession, talents should establish a lifelong learning concept, constantly learn new concepts, technologies, and skills to ensure that their career path is more stable and longer. Therefore, in the teaching of human resource management in higher vocational colleges, attention should be paid to cultivating students' learning abilities, improving their learning efficiency and quality, and ensuring that students gain something from learning^[2].

2.2 Interpersonal Communication Skills

Human resource management requires relevant staff to have good interpersonal communication skills in personnel recruitment, job assessment, talent selection and appointment, and other aspects. Therefore, in the teaching of human resource management in vocational colleges, emphasis should be placed on cultivating students' communication skills, promoting their better adaptation to the job environment, and forming good interpersonal relationships.

2.3 Problem-Solving Ability

Human resource management work requires facing various problems. Therefore, after graduating from school, students will face many problems in their future work in enterprises. When cultivating vocational skills for students majoring in human resource management, teachers should focus on cultivating and deepening their problem-solving abilities. This can ensure the work ability and efficiency of students, encourage them to better demonstrate their personal value in their work, and lay a solid foundation for their career development.

3. Problems in Human Resource Management Teaching in Vocational Colleges

3.1 Course Emphasizes Theory over Practice

The main target of human resource management work is the staff of various departments in enterprises or units, and as a complex and independent individual with independent thinking, humans are a difficult variable to predict. This to some extent increases the difficulty of human resource management work and puts higher requirements on the teaching of human resource management in vocational colleges. Not only does it require human resource management teaching activities to have rich theoretical knowledge, but it also requires more practical activities to ensure that students can flexibly apply their learned knowledge to solve problems between people, people and enterprises, and people and work in practical work^[3].

However, from the current teaching situation of human resource management in major vocational colleges, there is a problem of "emphasizing theory over practice" in educational courses. Students are confined to the classroom for a long time, and their professional skills cannot be internalized into personal abilities, which is seriously disconnected from the demand for talent in the market. In this situation, some students are unable to adapt to the talent requirements of enterprises after entering society, leading to difficulties in employment. In addition, the mismatch between students' professional abilities and the needs of enterprise human resource management positions can also lead to a disconnect between enterprise human resource management work and enterprise development, causing more serious social development problems. Based on this, major vocational colleges should deeply consider how to deepen the reform of human resource management teaching activities and cultivate talents that meet social needs^[4].

3.2 Lagging Knowledge System Has Not Yet Kept up with the Pace of Social Development

Driven by the rapid development of China's socio economy, various fields and industries in society have ushered in new development opportunities, and the importance of enterprise human resource management has become increasingly prominent. There is a problem of slow updating of teaching materials for human resource management in some vocational colleges, which leads to a disconnect between the talent training programs of vocational colleges and the actual talent needs of society, making it difficult to truly cultivate specialized talents that meet the social development trend and meet the talent needs of enterprises. Ultimately, this leads to a shortage of human resource management talents in enterprises.

The main reason for this is that the development of human resource management education in China started relatively late, and before China officially joined the World Economic and Trade Organization, there was a blank space in human resource management education. Until today, major colleges have gradually recognized the importance of human resource management education. Therefore, the content of textbooks used in human resource management teaching in major

vocational colleges is relatively lagging behind.

4. Teaching Strategies for Human Resource Management in Higher Vocational Education

4.1 Clarify the Course Positioning and Increase the Practicality of the Course

Human resource management teaching is an activity that combines theory and practice, specifically manifested in the following aspects. Firstly, the course content involves practical content such as talent training, job recruitment, performance assessment and evaluation, talent appointment and selection, etc. Secondly, the research subjects exhibit complexity characteristics. Taking enterprise human resource management as an example, it targets people with different personalities, abilities, and comprehensive qualities, as well as educational backgrounds. These contents are something that students cannot experience in the classroom. Only through practical activities can they truly grasp the essence of human resource management^[5].

Firstly, the human resource management course in vocational colleges should be positioned as a “strategic and effective” course attribute, aiming to foster a group of human resource management talents who can directly bring economic benefits to enterprises. This requires vocational colleges to establish curriculum systems and content based on the needs and requirements of enterprises for human resource management talents. Secondly, enhance the practicality of course teaching. Vocational colleges should actively expand practical education channels, such as strengthening enterprise cooperation, sending students to enterprises for practical training every semester, inviting industry experts to conduct lectures on human resource management for students on campus, delivering practical work experience to students, and establishing simulated classrooms, etc. Thirdly, increase the proportion of practical course scores and lay a solid foundation for the smooth implementation of human resource management practical teaching activities.

4.2 Teach According to Individual Needs and Cultivate High-quality Talents

Update educational and teaching concepts. To effectively improve the quality of human resource management teaching and the ultimate effectiveness of education, and cultivate more high-quality, highly educated, and skilled human resource management talents for society, major vocational colleges should start from the level of ideological understanding and update their educational and teaching concepts. Firstly, vocational colleges should dynamically grasp the market’s requirements and demands for human resource management talents, scientifically predict the future development trend of the human resource management profession, then, based on the actual situation and development trends, formulate educational and teaching objectives. Secondly, as course activity organizers and student learning guides, vocational college teachers should conduct market research, proactively understand the latest information on human resource management, break the limitations of traditional excessive reliance on textbooks, and guide students to focus on market talent needs, actively learn and practice.

Innovate educational and teaching methods. The effectiveness of human resource management teaching in higher vocational education needs to rely on scientific and reasonable teaching methods as the basic guarantee. The traditional teaching mode used in the teaching of human resource management in the past has the problem of “emphasizing theory over practice”, with teachers as the main focus and students as the auxiliary. Based on this, teachers should combine theoretical courses with practical activities to carry out. At the same time, they can implement the student-centered principle in practical teaching activities, focus on the student-centered status, develop teaching plans based on student learning situations, personal needs, etc., and tailor teaching according to individual needs, in order to improve the effectiveness of human resource management teaching in higher vocational education.

Timely update educational and teaching content. Due to the relatively outdated teaching content, some vocational colleges currently cultivate human resource management talents that are disconnected from market demand. Firstly, vocational colleges should strengthen school-enterprise cooperation, understand the needs and specific requirements of enterprises for human resource

management talents, and then develop talent training plans based on this foundation. Secondly, do a good job in updating course content. Vocational college teachers should closely monitor the latest news related to human resource management and then integrate it with the course content. Vocational colleges should also organize more knowledge lectures, promotional activities, practical training activities, etc. to ensure that students understand the latest situation in the human resource management industry and that talent cultivation is in line with the development of the times.

5. Conclusion

In summary, human resource management is the fundamental guarantee for the stable operation and sustainable development of an enterprise, and the level and ultimate management effectiveness of human resource management to a certain extent depend on the quality of human resource management talents. As a training base for professional skilled and technical talents, vocational colleges should vigorously promote the reform of human resource management teaching in response to market demand. Based on the current market requirements for human resource management talents, job requirements, etc., colleges can formulate talent training plans and cultivate students' professional abilities to promote students to better adapt to social and market demands, and truly achieve the goal of coordinating vocational education with social needs. By clarifying the course positioning, increasing the practicality of the course, teaching according to individual needs, and cultivating high-quality talents, colleges can effectively improve the teaching level and educational quality of human resource management to achieve the goal of cultivating high-quality talents.

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